

Laura Salerno Owens, OSB #076230
LauraSalerno@MarkowitzHerbold.com
David B. Markowitz, OSB #742046
DavidMarkowitz@MarkowitzHerbold.com
Harry B. Wilson, OSB #077214
HarryWilson@MarkowitzHerbold.com
Anna M. Joyce, OSB #013112
AnnaJoyce@MarkowitzHerbold.com
MARKOWITZ HERBOLD PC
1211 SW Fifth Avenue, Suite 3000
Portland, OR 97204-3730
Telephone: (503) 295-3085
Fax: (503) 323-9105

Laura L. Ho (*admitted pro hac vice*)
lho@gbdhlegal.com
Barry Goldstein, Of Counsel (*pro hac vice* application forthcoming)
bgoldstein@gbdhlegal.com
Byron Goldstein (*admitted pro hac vice*)
brgoldstein@gbdhlegal.com
Katharine L. Fisher (*admitted pro hac vice*)
kfisher@gbdhlegal.com
GOLDSTEIN, BORGEN, DARDARIAN & HO
300 Lakeside Drive, Suite 1000
Oakland, CA 94612
Telephone: (510) 763-9800
Fax: (510) 835-1417

Attorneys for Plaintiffs and Opt-In Plaintiffs

IN THE UNITED STATES DISTRICT COURT

FOR THE DISTRICT OF OREGON

PORTLAND DIVISION

KELLY CAHILL and SARA JOHNSTON,
individually and on behalf of others similarly
situated,

Plaintiffs,

v.

NIKE, INC., an Oregon Corporation,

Defendant.

Case No. 3:18-cv-01477-JR

**CONSENT TO BECOME PARTY
PLAINTIFF IN
COLLECTIVE ACTION UNDER 29
U.S.C. § 216(b)**

1. I, Paige Azavedo, consent to be a party plaintiff in the above-listed action under 29 U.S.C. § 216(b), and agree to be bound by any settlement or judgment of the Court in the action.

2. I worked for Defendant Nike, Inc. in and around Beaverton, Oregon from 1993 through 1997, as a retail marketing manager. I then left Nike for personal reasons and returned from 2007 through 2015. Since departing from Nike in 2015, I have been receiving deferred compensation. The last paycheck I received from Nike was dated July 31, 2018.

3. As a leader in the original nike.com, I was rated “highly successful” for three years and received a Maxim award in 2009 as the “Digital Contributor of the Year.”

4. While at Nike, I was passed over for advancement within the organization. Though I was performing the work of a Senior Director, an S-Band position, managing a \$100 million business globally, I remained at the lower paid E-Band level. It is my understanding that I was never considered for an S-Band position.

5. In contrast, while I remained stationary in E-Band, a male coworker of mine was transferred to a position in Europe, received a raise, and later became a Senior Director. After leaving, I learned that all male counterparts with whom I worked were promoted and/or given highly desirable and visible roles within the organization. It is clear to me that there was opportunity for advancement at Nike but that opportunity was not open to me because of my gender.

6. In addition, while at Nike I was constantly berated and belittled. I was not supported by my male supervisor, Daniel Tawiah, who openly questioned my role in the organization. I also witnessed Mr. Tawiah berate other women. I complained to Human Resources about Mr. Tawiah, but they did not take any remedial action while I was there. I understand that he was even promoted to a Vice-President role after I left.

7. While at Nike, I experienced a good old boy culture, where men gave the most desirable work to other men, and mostly spent time with other men, excluding women coworkers. Finally, I saw other women on my team being targeted by their male supervisors.

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UNDER 29 U.S.C. § 216(b)**

Other women on my team were placed on corrective action plans due to supposed "behavioral issues," which were not reported or documented.

8. I authorize Plaintiffs' counsel to file this consent with the Clerk of the Court.

9. Upon consideration of my rights with respect to my legal representation, I hereby authorize the named Plaintiffs' counsel (Goldstein, Borgen, Dardarian & Ho; Ackermann & Tilajef PC; India Lin Bodien Law; and Markowitz Herbold PC) to make decisions with respect to the conduct and handling of this action, including the settlement thereof, as they deem appropriate or necessary.

Please type or print in ink the following:

Name: Paige Azavedo

Address: [REDACTED]

<u>Lake Oswego</u>	<u>OR</u>	<u>97034</u>
(City)	(State)	(Zip)

Email: [REDACTED]

Tel: [REDACTED] _____
[REDACTED] _____
(Day) (Evening)

Date: 10/27/2018



Signature

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